



JOB OPPORTUNITY

POLICE OFFICER TRAINEE



Applications accepted on a continuous basis.

Salary

\$4,209 - \$5,638 per month (effective January 1, 2006)

\$4,335 - \$5,807 per month (effective July 1, 2006)

\$4,465 - \$5,981 per month (effective January 1, 2007)

*Top of range includes Educational Incentive step of 10%.

Benefits

- PERS 3% @ 50 retirement formula. Includes single highest year benefit, and City-paid employee contribution of 9% (reportable as compensation). **Note:** Safety retirement benefits do not apply until the employee has completed the police academy and been sworn-in by the La Mesa Police Department (see below).
- Excellent cafeteria-style benefits plan and generous leave benefits.
- \$700 annual uniform allowance.
- \$1,000 annual tuition reimbursement.
- \$2,500 interest-free computer loan available after one year of employment.
- Master Officer opportunities available, with 5% additional compensation.

DEFINITION: To perform a variety of duties involved in the enforcement of laws and the prevention of crimes; to control traffic flow and enforce State and local traffic regulations; to participate in and conduct a variety of criminal investigations; to provide support and assistance to special crime prevention and law enforcement programs; and to perform a variety of technical and administrative tasks in support of law enforcement services and activities.

Upon hire, Police Officer Trainees shall attend the San Diego Regional Public Safety Training Institute and complete a P.O.S.T. certified police academy. **Police Officer Trainees shall be enrolled in PERS as Miscellaneous, Non-Safety members.** An employee shall progress from Police Officer Trainee to Police Officer upon:

1. Graduation from a law enforcement training academy certified by the State Commission on Peace Officer Standards and Training (P.O.S.T.), or upon assignment to a field training program after completion of a portion of such an academy meeting the requirements of Penal Code Section 832, and;
2. Subscribing to the oath or affirmation required by the California Constitution and administered by a duly empowered official of the City of La Mesa.

QUALIFICATIONS: Knowledge of: Police methods and procedures including patrol, crime prevention, traffic control, and investigation. Pertinent Federal, State and local laws, codes and regulations including laws governing the apprehension, arrest, and custody of persons accused of felonies, misdemeanors, and petty offenses. Rules of evidence pertaining to search, seizure, and preservation of evidence in traffic and criminal cases. Techniques and applications of self-defense, and proper use of force. Operational characteristics of police equipment, vehicles, and tools including firearms. Methods and techniques used in interviewing witnesses, victims, or suspects. Principles and techniques used in public relations. Principles and practices of data collection and analysis. English usage, spelling, grammar, and punctuation. Basic principles of business letter writing and basic report preparation. Geography of the local area. Standard broadcasting procedures of a police radio system. **Ability to:** Interpret, apply, and make decisions in accordance with applicable federal, state, and local policies, laws, and regulations. Interpret and explain City law enforcement policies and procedures. Think clearly and act quickly in a variety of situations. Perform a wide range of law enforcement assignments. Conduct a variety of criminal and special investigations. Gather, assemble, analyze, evaluate, and use facts and evidence. Interview victims, complainants, witnesses, and suspects. Control violent people and affect arrests. Use and care for firearms and other police equipment and vehicles. Administer first aid. Prepare clear and concise reports and routine correspondence. Maintain contact and preserve good relations with the public; respond to requests and inquiries from the general public. Meet the physical requirements established by the Department. Work independently in the absence of supervision. Understand and carry out oral and written directions. Work irregular and on-call hours including weekends, evenings, and holidays. Communicate clearly and concisely, both orally and in writing. Establish and maintain effective working relationships with those contacted in the course of work.

Education, Experience, and License Guidelines: Education: Equivalent to the completion of the twelfth grade. Specialized training in law enforcement, criminal justice, or a related field is highly

desirable. **Experience:** Some work experience that demonstrates a general aptitude for police work.
License or Certificate: Possession of a valid Class C driver license.

PHYSICAL DEMANDS AND WORKING ENVIRONMENT: **Environment:** Reactive emergency, natural or man-made disaster, and routine peace keeping environments with travel from site to site; the employee regularly works near moving mechanical parts; regularly exposed to outside weather conditions and wet and/or humid conditions; occasionally works in high, precarious places and with explosives; exposed to fumes or airborne particles, toxic or caustic chemicals, extreme cold, extreme heat, and vibration; risk of electrical shock and radiation; exposed to potentially hostile environments; extensive public contact; the noise level in the work environment is usually moderate; however, the noise level is occasionally very loud due to sirens, firearm training, etc. **Physical:** Primary functions may require maintaining physical condition necessary for sufficient mobility to work in a law enforcement setting; restrain or subdue individuals; walk, stand, sit, or run for prolonged periods of time; occasionally stoop, bend, kneel, crouch, reach, and twist; occasionally climb and balance; regularly push, pull, lift, and/or carry light to moderate weights; frequently lift and/or move moderate to heavy weights; occasionally lift and/or more heavy weights; operate law enforcement and general office equipment; requires a sense of touch, finger dexterity, and gripping with hands and fingers; ability to communicate verbally to exchange information; ability to operate office equipment including use of computer keyboard; ability to operate a vehicle to travel to various locations; ability to operate a pistol, knife and handcuffs. **Vision:** See in the normal visual range with or without correction; vision sufficient to read computer screens and printed documents and to operate equipment. **Hearing:** Hear in the normal audio range with or without correction.

EXAMINATION: Applications will be screened to determine if they meet the Education, Experience, and License Guidelines. Candidates that meet the guidelines will be invited to participate in the examination process. The examination process shall consist of the following components: written examination, physical abilities test and an oral interview. Eligible candidates will be notified when testing dates have been established.

NOTE: Employment is contingent upon successful completion of a pre-employment medical evaluation, psychological evaluation, and thorough background investigation (includes polygraph examination). The medical evaluation includes an alcohol/drug screen.

TO APPLY: You must complete and return an original City of La Mesa employment application. Unless specifically stated otherwise in this announcement, all requirements must be met at the time of application; and all required licenses and certificates must be current and attached to the required application materials. Applicants are required to make their own copies if they wish to retain the originals. Applications are available in the City Hall lobby, on our website at www.cityoflamesa.com, or by calling (619) 667-1175. Application materials may be submitted at the front information counter in the City Hall lobby or mailed to Human Resources, 8130 Allison Ave., La Mesa, CA 91941. Faxes and postmarks will not be accepted.

All statements made on applications are subject to investigation and verification. False statements may be cause for disqualification, removal from the eligible list, or discharge from employment.

The City of La Mesa supports workplace diversity. Women, minorities and disabled persons are encouraged to apply. If you have a disability, which requires reasonable accommodation in order to participate in any portion of the process, please advise the City no less than five working days prior to the requested accommodation. Documentation of the need for accommodation may be required upon receipt of the request. The City of La Mesa is an Equal Opportunity Employer.

Revised: 01/01/06

**The provisions of this announcement do not constitute an expressed or implied contract.
Any provision contained in this announcement may be modified or revoked without notice.**

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